Scottish Hockey

LEAD MANAGER PERFORMANCE

RECRUITMENT PACK



An opportunity to shape the future of international hockey in Scotland.

SHAPING THE FUTURE OF HOCKEY IN SCOTLAND

Develop a bold and unified approach to performance



An opportunity to shape the future of international hockey in Scotland.

Scottish Hockey is now in year one of a new strategic cycle, and we are looking for a driven but approachable leader who leads with integrity and takes accountability for delivering results. You will be people focused, able to bring people with you and build strong relationships, and you will share our ambition to drive progression, achieve excellence and strengthen hockey in Scotland.

This is your opportunity to build on our recent international success and drive our performance pathway to new heights. Working across the senior national teams, athlete development and coaching, with an opportunity to have a lasting impact.

If you have the skills, insight and ambition to help shape the future of our sport, we'd love to hear from you.

OUR VISION - HOCKEY IS A GAME FOR EVERYONE AND A SPORT FOR LIFE



Our mission is to work together as a hockey family to shape the future of the sport and create experiences that last a lifetime.

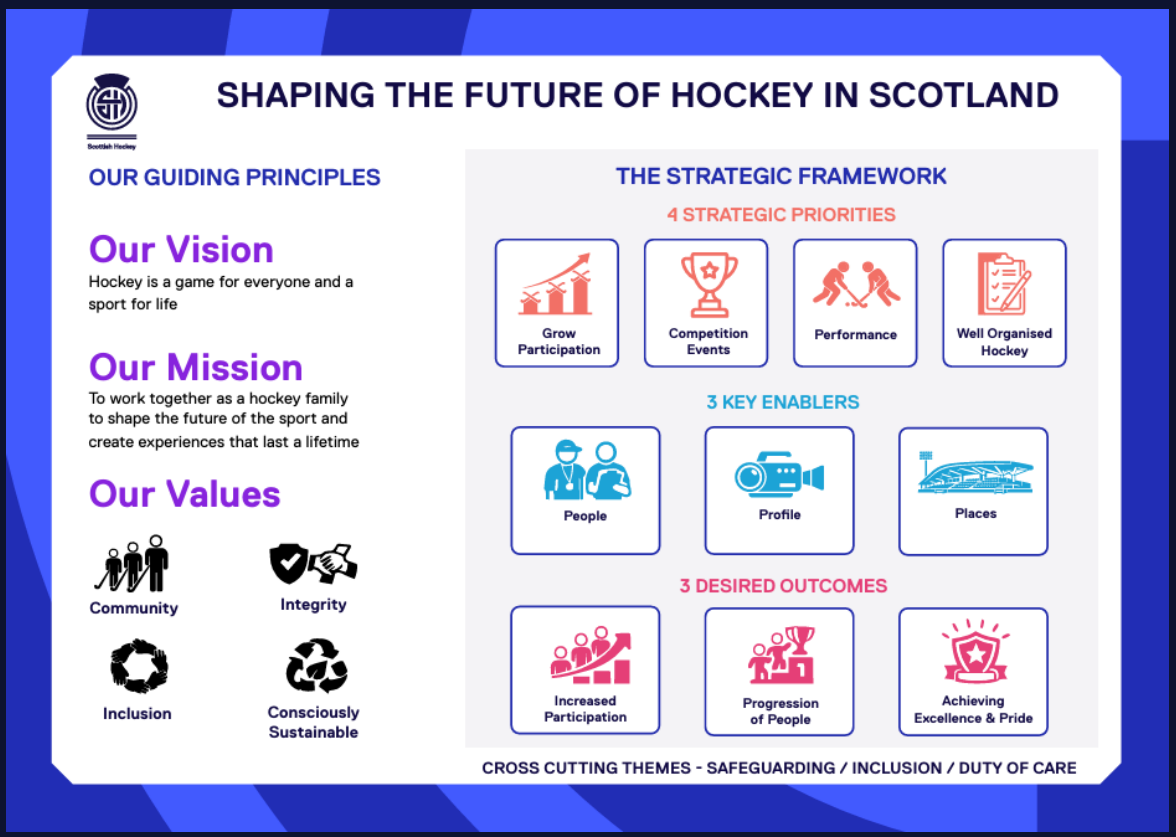
OUR VALUES

Community

Integrity

Consciously Sustainable

Inclusion



ROLE PURPOSE

Lead performance, Inspire development.

As a member of Scottish Hockey's Senior Leadership Team, you will lead the performance team, setting strategic direction and driving excellence across senior international, U21, pathway and coach development programmes. You will align people, programmes and resources to deliver the Strategy for Hockey in Scotland, using insight, accountability and collaboration to strengthen performance and progression. Through leadership and a collaborative approach, you will help build a sustainable, high-performing system that develops talent, inspires ambition and enables Scottish Hockey to compete with confidence on the international stage.

CONTRACT	Full-time | Permanent
LOCATION	Glasgow and hybrid working; attendance at training centres and events as required
REPORTING TO	Chief Executive Officer, Scottish Hockey
SALARY	Salary – Circa £46,000 per annum (dependent on experience and qualifications)





KEY RESPONSIBILITIES

Performance — The Scotland Way

The Lead Manager translates organisational strategy into prioritised delivery plans making resource decisions, ensuring good governance and measurable improvement. The Lead Manager oversees delivery quality, manages escalation and intervenes where necessary to protect outcomes, people and resources.

STRATEGIC LEADERSHIP

- Strategy for Hockey in Scotland
- Business Plan Priorities
- Performance standards
- Internal and external collaboration
- Budgeting and resource allocation
- Workforce planning
- Staff leadership

PROGRAMME OVERSIGHT

- Senior international programmes
- SDP/U21 programmes
- Pathway programmes
- Coach development programmes
- Any other relevant programmes as required

PARTNERSHIPS MANAGEMENT

- sportscotland
- UK Sport and GB Hockey
- Universities
- Strategic club relationships
- UKAD
- Any other key partners as required

PERFORMANCE INTELLIGENCE

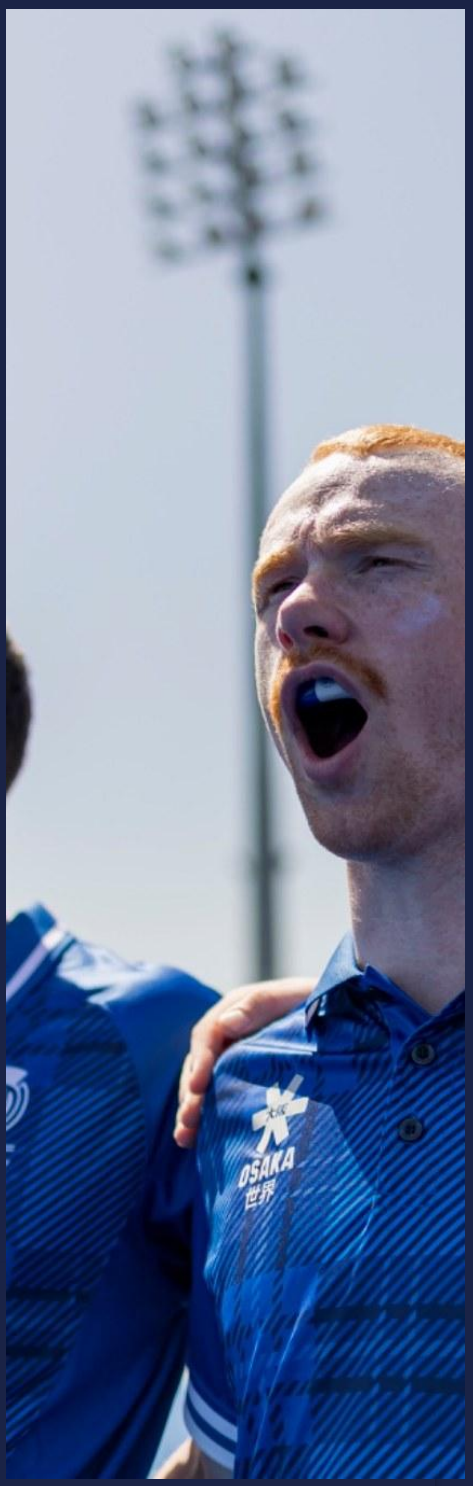
- Programme evaluation
- Evidence-informed decision making
- Performance reporting
- Performance review frameworks

GOVERNANCE AND REPORTING

- Board reporting
- CEO reporting
- sportscotland reporting
- Funding compliance
- Performance reviews

DIRECT REPORTS

- Senior Women Head Coach & Programme Lead
- Senior Men Head Coach & Programme Lead
- Performance Pathway Lead
- Coach Development Manager
- Performance Administrator



KEY DELIVERABLES BY END OF 2027

Achieving excellence and inspiring pride

01 Delivery of strategic plan, agreed annual plan inclusive of direct report plans, international campaigns and preparation plans, with milestones, risk management and post-event reviews.

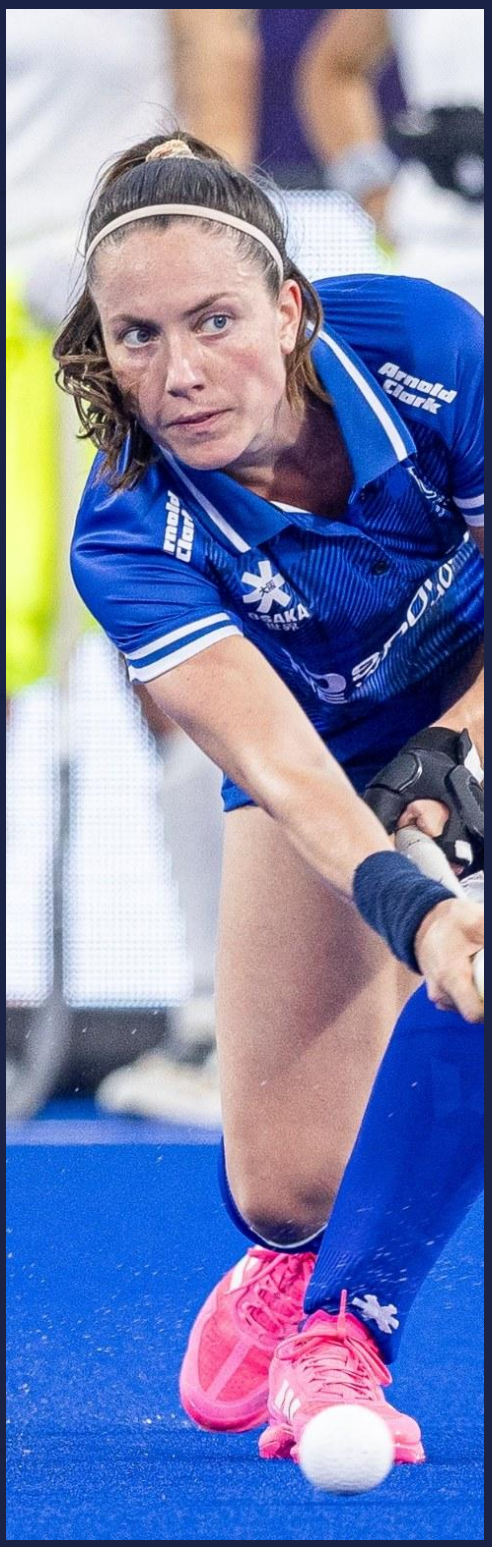
02 Delivering programmes within agreed financial budget and aligned to staffing capacity. Providing regular support, direction and timely forecasts across budget areas.

03 Building athlete progression and transition with colleagues, implementing recommendations from pathway review, and building awareness of The Scotland Way.

04 Planning, communicating, profiling, managing athlete/staff reviews, evaluation and reporting with follow-up actions.

05 Enhance coach and workforce development priorities with enhanced succession plans and support arrangements.

06 Evidence improved welfare, experience and inclusive culture connecting performance positively and constructively to all areas of Scottish Hockey and delivering on partnership agreements, annual and cycle goals.



PERSON SPECIFICATION

ESSENTIAL

- Educated to a degree level or equivalent in a sports related or relevant subject or exceptional work experience
- Leadership of multiple high-performance programmes or a comparable complex environment.
- Strategy development, change leadership, measurable objectives and evaluation.
- Understanding of international high-performance sport, athlete preparation and talent development.
- Financial management, forecasting, resource prioritisation and risk management.
- Leadership of senior coaches, programme leaders and multidisciplinary teams.
- Communication, influencing, partnership working and evidence-informed decisions.
- Experience of working within a World Class Programme during the preparation for and delivery of a major Games.
- Proven ability to build trusted, collaborative relationships with colleagues and partners and to foster a positive, high-performing team culture.
- Have integrity, drive, enthusiasm and initiative
- Ability to offer creative solutions to challenging situations



DESIRABLE

- Sports development degree or equivalent
- Experience of working within a World Class Programme during the preparation for and delivery of a major competition
- Scottish/UK performance funding knowledge
- Relevant leadership and/or coaching qualifications
- Experience and understanding of Athlete wellbeing and multidisciplinary support
- National governing body experience.



SHAPE THE FUTURE

Help create the conditions in which Scotland's athletes, coaches and staff can thrive.

HOW TO APPLY

Please send a copy of your CV and covering letter outlining your suitability to HR@scottish-hockey.org.uk with subject title 'Lead Manager – Performance'

For a confidential discussion about the role please contact Derek Keir, CEO — derek.keir@scottish-hockey.org.uk

RECRUITMENT TIMELINE

- Closing date for applications is 9am on 25th November 2026.
- Interviews are provisionally planned to be held in person on: 2nd December 2026